

New Sexual Harassment Law Extends Protections

Wilmington, DE. December 26, 2018– There's an important new law affecting Delaware workplaces – the new Delaware sexual harassment law effective January 1, 2019. Sexual harassment has been illegal in Delaware workplaces for over 20 years. However, the definition has never been clearly spelled out in the law until now.

There are also new requirements for employers. Beginning January 1, 2019, each employer must distribute the Department of Labor's Sexual Harassment Notice to each new employee upon commencement of employment, and to each existing employee by July 1, 2019. The notice explains sexual harassment, provides several examples, cautions against retaliation, and gives instructions on filing a complaint with the Department of Labor. In workplaces with 50 or more employees, employers are required to provide interactive training on sexual harassment prevention for all existing employees by December 31, 2019, and additional training to supervisors about their responsibilities and the retaliation prohibitions. The training must be provided to all new employees and supervisors within one year of commencement of their position.

The Sexual Harassment Notice is available on the Department's website and the poster can be downloaded from the left side of the website. <https://dol.delaware.gov/>

The Delaware Department of Labor connects people to jobs, resources, monetary benefits, workplace protections and labor market information to promote financial independence, workplace justice and a strong economy. Any issues concerning sexual harassment should be directed to the Delaware Department of Labor Division of Industrial Affairs.

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